



# ProComp

The Denver Public Schools/Denver Classroom Teachers Association  
Professional Compensation System for Teachers

Presented to the Board of Education  
April 6, 2006



# ProComp: The Policy Premise

Teacher compensation, which is a school district's single largest expenditure, should be linked directly and in multiple ways to improved student learning, which is the district's intended organizational outcome.



# ProComp Aligns Teacher Compensation with District Goals

- Replaces a system of capped entitlements with a system of uncapped earned increases
- Allows teachers to design their own professional pay package based on what they do and where they want to go with their career
- Requires \$25 million in new revenue



# ProComp is Built on A Foundation of Guiding Principles

- ProComp will be negotiated, and therefore owned, by DPS and DCTA
- All bargaining unit positions have the same opportunity
- Cost of living adjustments will be made equally to both systems
- The system will not be enacted unless it is fully funded
- The single salary schedule will be maintained until the last bargaining unit member on it retires
- There will be no quotas
- Current teachers will have the right to opt in over the next seven years

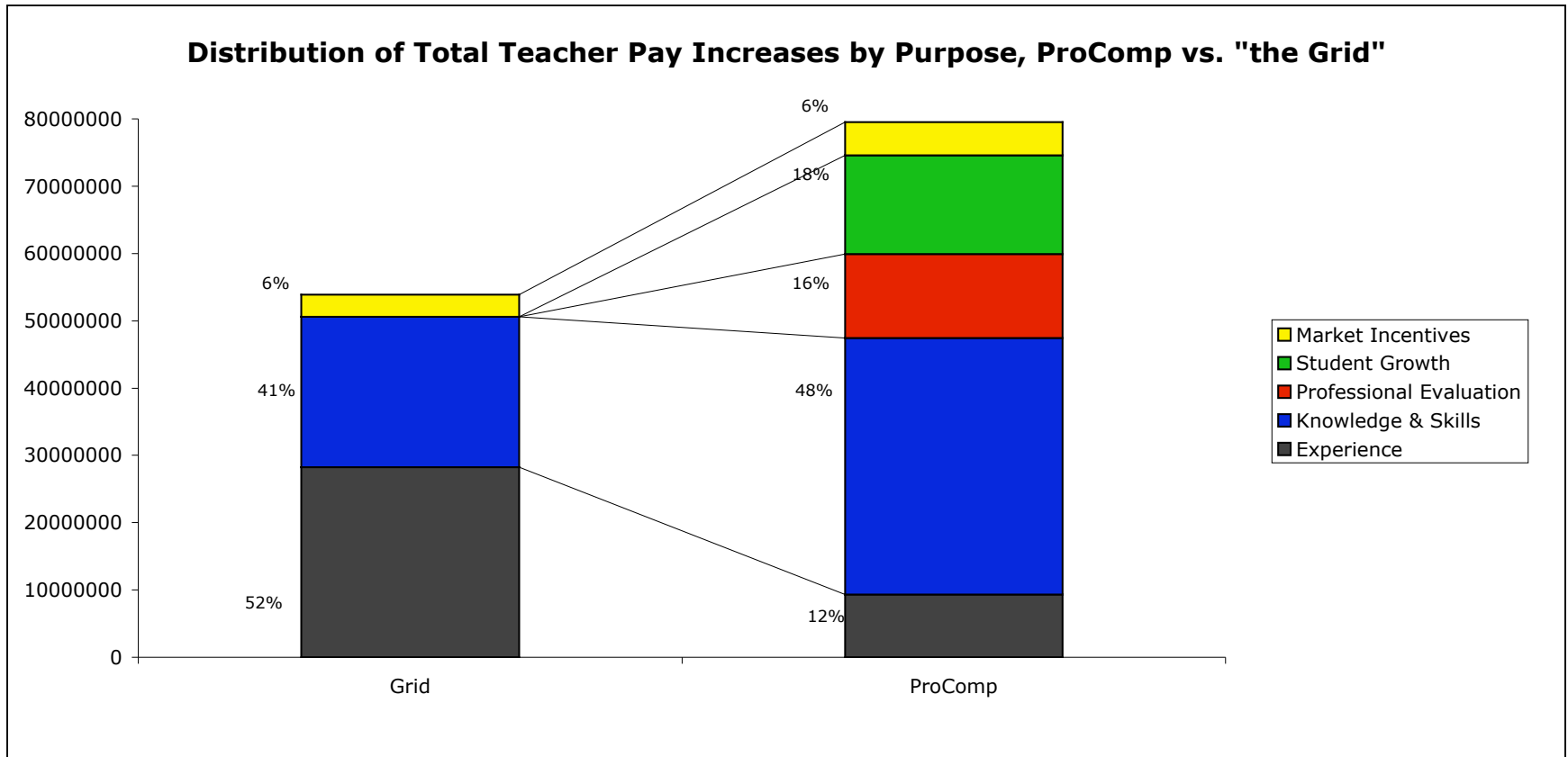


# The ProComp “Menu” Is Composed of Ten Elements

Summary of Basic Facts, Components and Elements of the Professional Compensation System for Teachers										
Basic Facts	District Entry Salary					Index		\$33,301		
Components	Knowledge and Skills			Professional Evaluation		Market Incentives		Student Growth		
Elements	Salary increase of 2% Index for completing Professional Development Units	Salary increase of 9% of Index for completing degrees or holding a national license	\$1000 for tuition reimbursement	Salary increase of 1% of index when rated satisfactory as probationary teacher	Salary increase of 3% of index when rated satisfactory as non-probationary teacher	Bonus of 3% of index for serving in a hard-to-staff assignment	Bonus of 3% of index for serving in a hard-to-serve assignment	Salary Increase of 1% of Index for Meeting Both Annual Student Growth Objectives. Bonus of 1% of Index for Meeting One of two Annual Student Growth Objectives. No Increase for Meeting Neither Objective	Sustainable increase of 3% of Index for exceeding expectations on the CSAP Test No increase for meeting expectations. Sustainable decrease of 3% of index for falling below expectations on the CSAP only if a previous increase has been earned.	Bonus of 2% of Index for serving in a distinguished school based on multiple measures of student performance.
Dollar Value of Increase	\$666	\$2,997	\$1,000	\$333	\$999	\$999	\$999	\$333	\$999	\$666
Does the Increase Build Pension and Final Average Salary	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
In what school year will this element begin operating?	2006-2007	2005-2006	2005-2006	2006-2007	2006-2007	2005-2006		2006-2007	2006-2007	2005-2006



# ProComp Rethinks How We Grant Salary Increases



Thank You  
For More Information Contact

[www.denverprocomp.org](http://www.denverprocomp.org)

[Brad\\_Jupp@dpsk12.org](mailto:Brad_Jupp@dpsk12.org)

